



BOARD DIVERSITY POLICY

CONTENTS

1: Introduction	3
2: Commitment	3
3: Monitoring	3

1: Introduction

This policy applies to the Governing Body of The Equine and Livestock Insurance Company Limited (ELICO).

Each member of the Governing Body is responsible for complying with this Policy and promoting diversity.

2: Commitment

ELICO aims to build a Governing Body that reflects the diversity of our customers.

ELICO acknowledges the need for, and is committed to, equality and diversity in the membership of its Governing Body. A combination of Protected Characteristics, diversity of demographics, skills, experience, education, professional background, and other relevant personal attributes provides a range of perspectives, insights and challenge needed to support good decision-making.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed for each role.

ELICO is committed to ensuring equality and fairness, where individual differences and contributions are recognised and valued. We will encourage members of the Governing Body to embrace difference, to listen to other points of view, and work together to achieve the best possible outcome.

3: Monitoring

ELICO recognises the importance of monitoring, reviewing, and reporting on the diversity of its Governing Body, and will periodically assess the composition of the Governing Body.

This Policy will be reviewed at least once annually and its effectiveness in promoting a diverse Governing Body will be assessed.

This Policy will be published on ELICO's websites.

For convenience and clarity, ELICO choose to brand its documents in line with its major trading name whilst acknowledging its other trading names are valid and applicable.